

ALL STUDENTS BELONG

AN AUDIT & PLAN FOR INCLUSION: YEAR TWO

METHODOLOGY: During the 2021-2022 school year, Gresham-Barlow School District interviewed 1,658 k-12 students, 402 families and staff and conducted a student designed Equity Survey 9th-12th. This is a sampling of the results and the Year One Inclusion Plan for removing barriers and increasing equity across the district.

STUDENT QUOTE

DATA

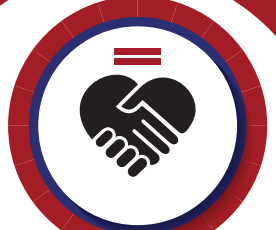
COMMITMENT

"I just want my family, who is from Mexico, to be in my school and most of the time that is not true. This makes me sad."

-2nd Grader

1. OUR FAMILIES ARE NOT INCLUDED
735 Students = 44 %
2. KIDS SHOULD BE MORE INVOLVED
1066 Students = 64 %
3. CULTURAL BELONGING IS KEY TO CHANGE
691 Students = 42 %

1. Build website with inclusion resources and Bias Incident Response 581-022-2312
2. "Every Student Belongs" Establish Educational Equity Advisory Committee (EEAC SB 732)
3. Systematized Student/Family input in Adoption Process



EQUITABLE ACCESS & INCLUSION

"Part of being a community is keeping everyone safe. That is why we work together to learn our fire and earthquake drills so everyone knows what to do. It should be the same with racism."

-3rd Grader

1. DO I FEEL SAFE BEING LGBTQ? "UH NOT REALLY"
92% of LGBTQ Students
2. YES, THERE IS RACISM HERE
828 Students = 50%
3. GIRLS ARE BEING TARGETED IN THIS SCHOOL
75 Female students

1. Inclusion work in Principal Meetings
2. Equity Driven Restorative Practice work with Coaches, Counselors, Campus Monitors
3. Rewrite Safety/Disciplinary Handbook



EQUITABLE TREATMENT OF CHILDREN & FAMILIES

"It seems like there are books chosen for the system but not for us. You all have to listen to us for that to change."

-9th Grader

1. WHAT WE LEARN IS IMPORTANT
890 Students = 54%
2. HOW WE LEARN, IT MATTERS
720 Students = 43%
3. I WISH I COULD SPEAK MORE SPANISH
379 Students = 23%

1. Build a comprehensive DLI Plan 6-12
2. Create a pilot SPED/EML Planning Team To address dual identified students
3. Training and support for pilot building-based equity teams
4. Menu of nontraditional data to use in MTSS



EQUITABLE INSTRUCTIONAL PRACTICE

"I wish teachers would have us think critically about history and really have us look at why we have the system we have in place. Without that we just keep on having this and this is not working for all of us."

-11th Grader

1. WE NEED HELP NOT PUNISHMENT
763 Students = 46%
2. WE NEED OUR SCHOOLS FOR SUPPORT TOO
588 Students = 35%
3. I WANT TO SEE MORE TEACHERS LIKE ME
591 Students = 36%

1. Identify and build Restorative Educational Practices
2. Publish HR Equity Plan based on EDNW Audit
3. Train and support staff on Safety/Disciplinary Handbook
4. Support and expand on BIPOC Affinity Work



EQUITABLE SYSTEMIC PRACTICE

"The world is like really complex with lots of different kinds of people. If schools don't teach us how to stand up for and support that complexity they are preparing us for a world that is not based in reality."

-10th grader

